CLAIMS AMENDMENTS

1.   (amended) A method for performing job analyses of discrete jobs comprising the steps of:

        a.)   creating a job analysis comprising a list of job requirements and working conditions of each discrete job;

        b.)   creating a physical demands analysis comprising a list of physical requirements <u>necessary for a human to be capable of in the performance </u>of <u>each task comprising </u>each discrete job;

        c.)   repeating steps a and b for each discrete job; and

        d.)   combining the results of step c into a job analysis database.

2.   (original) The method as characterized in Claim 1, wherein said physical demands analysis is created by coordinating the essential functions of each of the job's tasks and the physical requirements of each of the job's tasks with a pictorial representation of each of the job's tasks.

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3.   (original) The method as characterized in Claim 1, wherein the various job analyses and physical demands analyses are combined to create a company specific job analysis system database.

4.   (original) The method as characterized in Claim 1, wherein the job analysis system database is made available to those with a need to know the database.

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5.   (amended) The method as characterized in Clam 1, wherein said job analysis is created by:

a.)   giving each discrete job a generic title;

b.)   creating a brief description of job activities for each discrete job;

c.)   creating a list of essential functions that an employee must be able to do to perform each discrete job properly;

d.)   creating a list of strength requirements of each task of each discrete job;

e.)   creating a list of physical requirements of each task of each discrete job; and

f.)   creating a list of frequencies of certain motions and movements necessary to perform each task of each discrete job.

6.   (amended) The method as characterized in Claim 5, wherein said job analysis further comprises:

g.)   creating a list of working conditions under which each discrete job is performed;.

7.   (amended) The method as characterized in Claim 5, wherein said job analysis further comprises:

h.)   creating a list of flexions necessary for the arms and hands to perform each task of each discrete job;.

8.   (amended) The method as characterized in Claim 5, wherein said job analysis further comprises:

i.)   creating a list detailing motions and maximum strengths necessary to performrequired in the performance of each task of each discrete job;.

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9.   (amended) The method as characterized in Claim 5, wherein said job analysis further comprises:

j-)   creating a list of specific or additional requirements necessary of a specific employee for each discrete job at a specific workstation.

10.   (amended) The method as characterized in Claim 5, wherein said job analysis further comprises:

k-)   creating a section for a physician to indicate his or her review and approval of the job analysis.

11.   (amended) <u>A method for performing job analyses of discrete jobs comprising the steps of:</u>

<u>a)   creating a job analysis comprising a list of job requirements and working conditions of each discrete job;</u>

<u>b)   creating a physical demands analysis comprising a list of physical requirements necessary for a human to be capable of in the performance of each task comprising each discrete job</u>~~The method as characterized in Claim 1, wherein said physical demands analysis is created~~ by~~:~~

~~a.~~ _listing a generic job title and a brief description of each discrete job~~;~~

~~b.~~ _listing generic sub-listings of a department of the company in which each discrete job is and a generic task name~~;~~ and

~~c.~~ _creating a three-part screen showing tasks of the job, a pictorial representation of the tasks, and physical requirements of the tasks;

<u>c)   repeating steps a and b for each discrete job; and</u>

<u>d)   combining the results of step c into a job analysis database.</u>

12.   (original) The method as characterized in Claim 11, wherein the step of creating the three part screen is repeated sequentially to show each discrete task required to perform each discrete job.

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13.   (amended) <u>A method for performing job analyses of discrete jobs comprising the steps of:</u>

           <u>a)   creating a job analysis comprising a list of job requirements and working conditions of each discrete job by giving each discrete job a generic title, creating a brief description of job activities for each discrete job, creating a list of essential functions that an employee must be able to do to perform each discrete job properly, creating a list of strength requirements of each discrete job, creating a list of physical requirements of each discrete job, and creating a list of frequencies of certain motions and movements necessary to perform each discrete job;</u>

           <u>b)   creating a physical demands analysis comprising a list of physical requirements necessary for a human to be capable of in the performance of each task comprising each discrete job</u>~~The method as characterized in Claim 5, wherein said physical demands analysis is created~~ by~~:~~

        ~~a.~~ _listing a generic job title and a brief description of each discrete job from the job analysis~~;~~

        ~~b.~~ _listing generic sub-listings of a department of the company in which each discrete job is and a generic task name~~;~~ and

        ~~c.~~ _creating a three-part screen showing the tasks of the job, a pictorial representation of the tasks, and physical requirements of the tasks;

           <u>c)   repeating steps a and b for each discrete job; and</u>

           <u>d)   combining the results of step c into a job analysis database.</u>

14.   (original) The method as characterized in Claim 13, wherein the step of creating the three part screen is repeated sequentially to show each discrete task required to perform each discrete job.

15.   (original) The method as characterized in Claim 1, wherein said database is available on a portable storage medium.

16.   (original) The method as characterized in Claim 1, wherein said database is available for viewing over a computer network.

17.   (original) The method as characterized in Claim 16, wherein said computer network is a global computer network.

18.   (amended) A method for performing job analyses for discrete jobs comprising the steps of:

a-)   creating a job analysis comprising a list of job requirements and working conditions of each discrete job, including a description of job activities, a list of essential functions that an employee must be able to do to perform each discrete job properly, one or more lists of physical requirements of each discrete job, and a list of working conditions under which each discrete job is performed;

b-)   creating a physical demands analysis comprising a list of physical requirements necessary for a human to be capable of in the performance of each task comprising of each discrete job, including a description of each discrete job; and a three-part screen showing the tasks of the job, a pictorial representation of the tasks, and the physical requirements of the tasks;

c-)   repeating steps a and b for each discrete job; and

d-)   combining the results of step c into a job analysis database.

19.   (amended) The method as characterized in Claim 18, wherein said job analysis further comprises a list of flexions necessary for the arms and hands to perform each discrete job, a list of motions and maximum strengths necessary to performrequired in the performance of each discrete job, and a list of specific or additional requirements necessary of a specific employee for each discrete job at a specific workstation.

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20. (cancel).

21. (new) The method as characterized in Claim 1, further comprising the step of creating a visual representation of the job analysis database showing at least the tasks of each job, a pictorial representation of the tasks, and the physical requirements of the tasks.

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